

# FACT SHEET

## JOB ACCOMMODATION NETWORK (JAN)

### PRACTICAL SOLUTIONS – WORKPLACE SUCCESS

One of the concerns that employers often express when hiring people with disabilities is the perceived high cost of providing workplace accommodations. In fact, the typical cost of workplace accommodations provided to employees with disabilities is quite low. JAN recently updated its research on the costs and benefits of job accommodations. The employers in JAN's study reported that a high percentage (56%) of accommodations cost absolutely nothing to make. Of those accommodations that did have a cost, the typical one-time expenditure by employers was only \$600.

JAN, a member of GettingHired.com's Service Provider network, is a service provided by the U.S. Department of Labor's Office of Disability Employment Policy.

JAN's **mission** is to facilitate the employment and retention of workers with disabilities by providing employers, employment providers, people with disabilities, their family members and other interested parties with information on job accommodations, entrepreneurship, and related subjects.

Recent amendments to the Americans with Disabilities Act (ADA) refocused attention on workplace accommodations by broadening the definition of disability; more coverage means more employees will likely be entitled to workplace accommodations. This increased attention has some employers concerned about the costs of providing job accommodations. However, a study conducted by JAN, a service of the U.S.

Department of Labor's Office of Disability Employment Policy (ODEP), shows that workplace accommodations not only are low cost, but also positively impact the workplace in many ways.

#### 1. What is JAN?

JAN is the leading source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Working toward practical solutions that benefit both employer and employee, JAN helps people with disabilities enhance their employability, and shows employers how to capitalize on the value and talent that people with disabilities add to the workplace.

#### 2. What services does JAN provide?

JAN's trusted consultants offer one-on-one guidance on workplace accommodations, the ADA Act and related legislation, and self-employment and entrepreneurship options for people with disabilities. Assistance is available both over the phone and online.

#### 3. Who can benefit from JAN's services?

Those who can benefit from JAN's services include private employers of all sizes, **government agencies**, employee representatives, and service providers, as

well as people with disabilities and their families.

#### **4. Why are JAN consultants so trusted?**

JAN represents the most comprehensive job accommodation resource available. From Fortune 500 companies to entrepreneurs, JAN has served customers across the U.S. and around the world for more than 25 years. Its consultants are thought leaders and innovators on disability employment issues, and all have earned at least one Master's degree in their specialized fields, ranging from rehabilitation counseling to education and engineering.

#### **5. How can I contact JAN?**

JAN offers several ways to obtain confidential, personalized assistance – anytime, anywhere.

•By Phone: From 9 a.m. to 6 p.m. ET, customers can call JAN toll-free to speak with a workplace accommodation expert. (800) 526-7234 or (877) 781-9403 (TTY)

•Via the Web: [AskJAN.org](http://AskJAN.org) offers more than 300 disability-specific publications, as well as the Searchable Online Accommodation Resource (SOAR), which enables users to explore accommodation options for different disabilities and workplace settings.

•On Demand: JAN's online service provides customers with individualized e-mail responses to questions about accommodations and the ADA.

•Through Social Networks: JAN connects with users through a variety of social media platforms, from Facebook and LinkedIn, to Twitter, blogs, and Second Life.

•Through In-Person Trainings: JAN delivers training workshops at events sponsored by corporations, organizations, and federal, state, and local governments.

#### **AskJan.org**

(800)526-7234 (Voice)  
(877)781-9403 (TTY)

#### **DLIFLC & POM**

**Equal Employment Opportunity (EEO)  
Disability Program Manager**  
(831)242-6514